Naval Acquisition Intern Program (NAIP)

Leading the Development NACC of the Acquisition Workforce

Final Pay Pool Lessons Learned

Presented by: Erin Fulfer

NSPS Coordinator

Naval Acquisition Career Center

Mechanicsburg, PA

PP Panel Lessons Learned

- **Supervisors did not provide impact statements addressing specific intern accomplishments.**
- **Supervisors did not explicitly state that they concur with the intern's self assessment.**
- **Supervisors did not explicitly state the intern met/exceeded the objective.**
- **Supervisors did not use the ORE format.**

PP Panel Lessons Learned

- **Supervisors did not specifically address Contributing Factors.**
- **Supervisors were not familiar with the benchmark performance standards.**
- **Supervisory write-ups didn't address benchmark performance standards to support recommended rating.**

PP Panel Lessons Learned

- **Supervisors require more guidance on writing appraisals:**
  - ***Recommended Ratings were not supported by the written appraisal.***
- **Supervisors and Employees need to define acronyms when including them in their assessments.**
- **Need to ensure that Supervisors are available to receive phone calls during panel meetings.**

PP Panel Lessons Learned

- To simplify the updating of “mismatches” in the PAA, separate those appraisals where the ratings were changed by the panel.
- Consider discussing 3s first, rather than outliers; establish a benchmark and then discuss outliers.

PP Panel Lessons Learned

- It is very important to track intern graduations, separations, and new hires to ensure proper handling of performance appraisals.
- Careful attention must be paid when entering data into the CWB to ensure there are no errors in the data.

PP Panel Lessons Learned

- Supervisors expressed the need for better written objectives.
- Ensure that CFMS review appraisals before they are submitted.
- Provide CFMS and Supervisors with the appraisal checklist used during panel discussions.
- Create a mechanism for providing feedback to Supervisors regarding subpar appraisals.

Payout Statistics

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		Overall	NV76397211 NAVAIR	NV76397212 NAVSEA	NV76397213 NAVFAC	NV76397214 NAVSUP	NV76397215 USMC	NV76397216 ALL OTHERS
Analyzed Population		709	247	239	80	34	28	81
Average Rating of Record		3.01	3.00	2.97	3.08	2.97	3.04	3.06
Average Shares		1.19	1.13	1.12	1.38	1.26	1.36	1.31
Share Value		3.2960%	3.3227%	3.6755%	2.9190%	2.4426%	3.1063%	2.8360%
Payout $								
	Min (non-zero)	$794	$953	$1,195	$949	$794	$1,010	$813
	Average	$1,666	$1,596	$1,762	$1,801	$1,252	$1,785	$1,594
	Median	$1,462	$1,408	$1,601	$1,405	$1,176	$1,401	$1,365
	Max	$5,125	$5,125	$4,129	$4,921	$2,352	$3,708	$4,096

Rating Distribution

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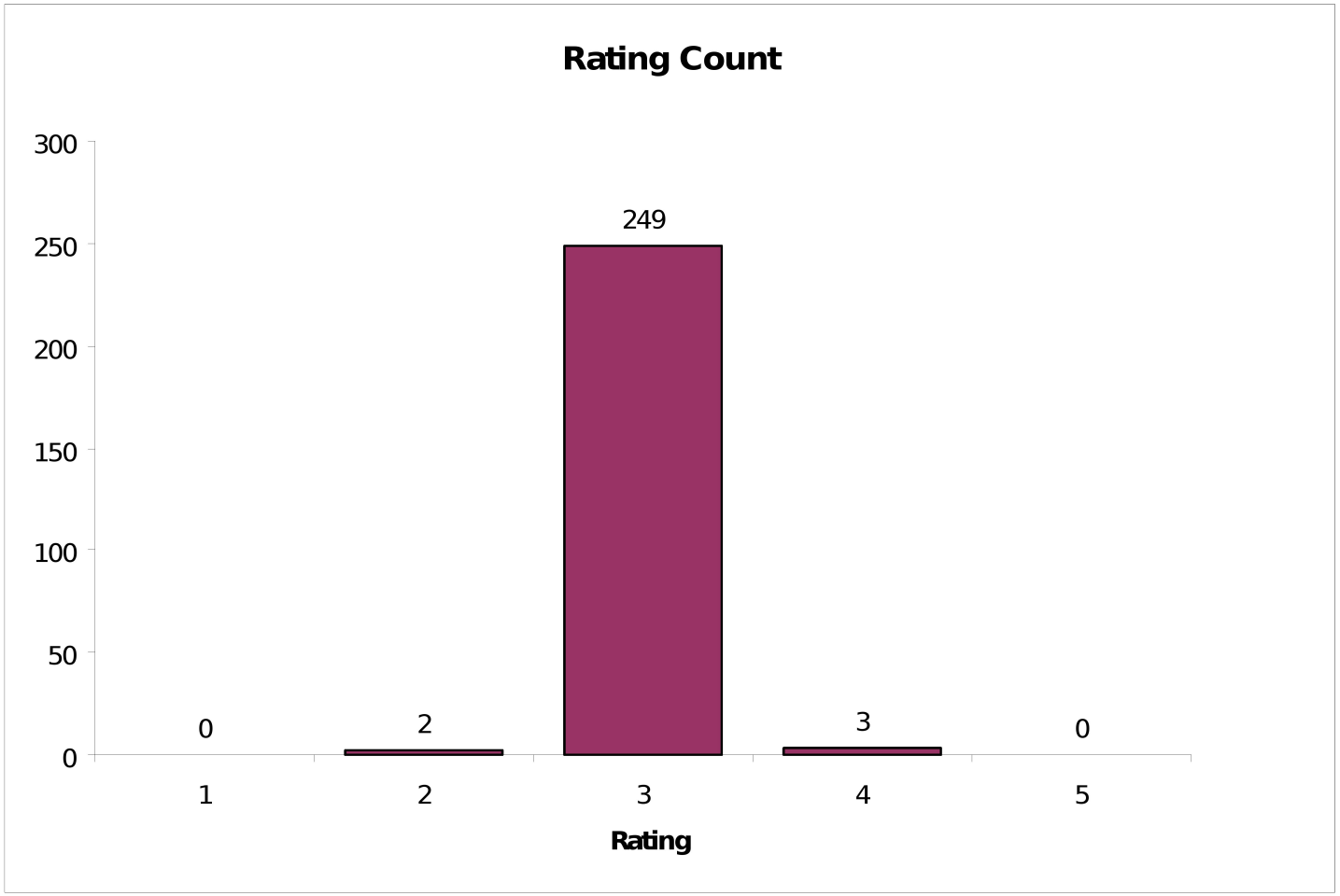
Rating		1	2	3	4	5
Entire Population:	191	0	12	708	18	0
Pay Pool						
NV76397211 NAVAIR	34	0	2	249	3	0
NV76397212 NAVSEA	71	0	6	250	0	0
NV76397213 NAVFAC	35	0	2	73	8	0
NV76397214 USMC	15	0	1	34	0	0
NV76397215 NAVSUP	16	0	1	26	2	0
NV76397216 ALL OTHERS	20	0	0	76	5	0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150
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3
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1
2
3
4
5
Rating

NAVSEA

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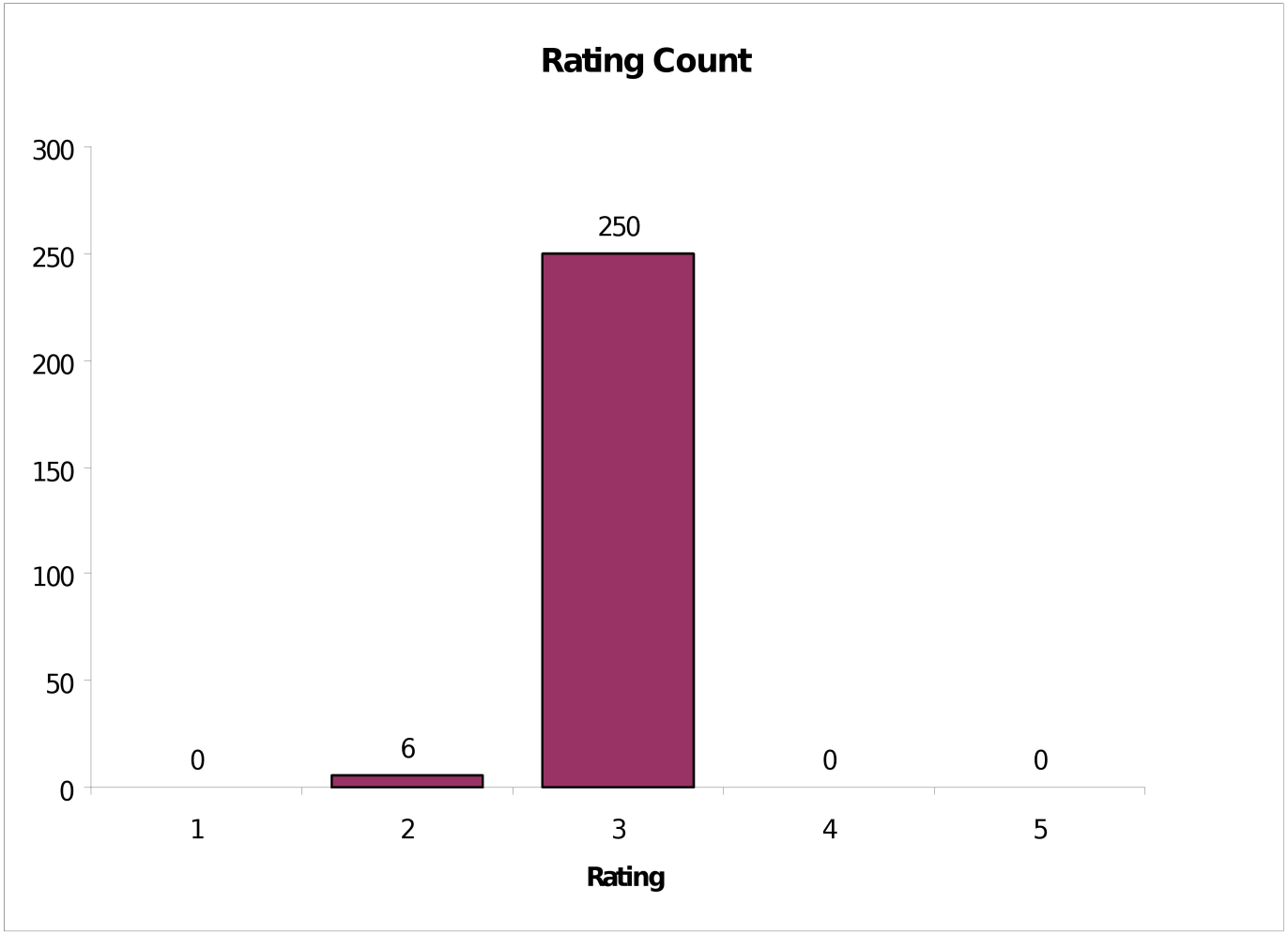

NAVFAC

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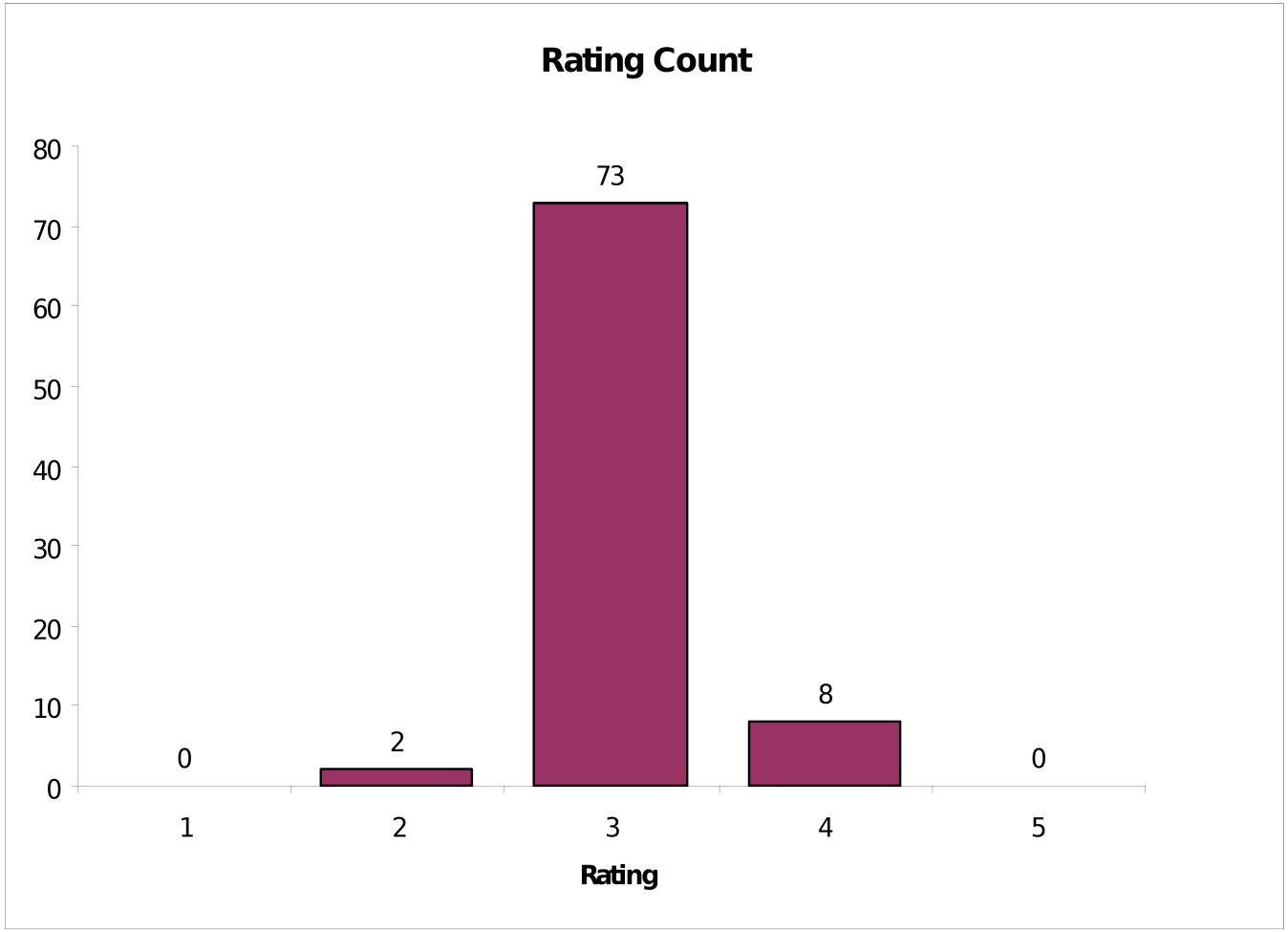

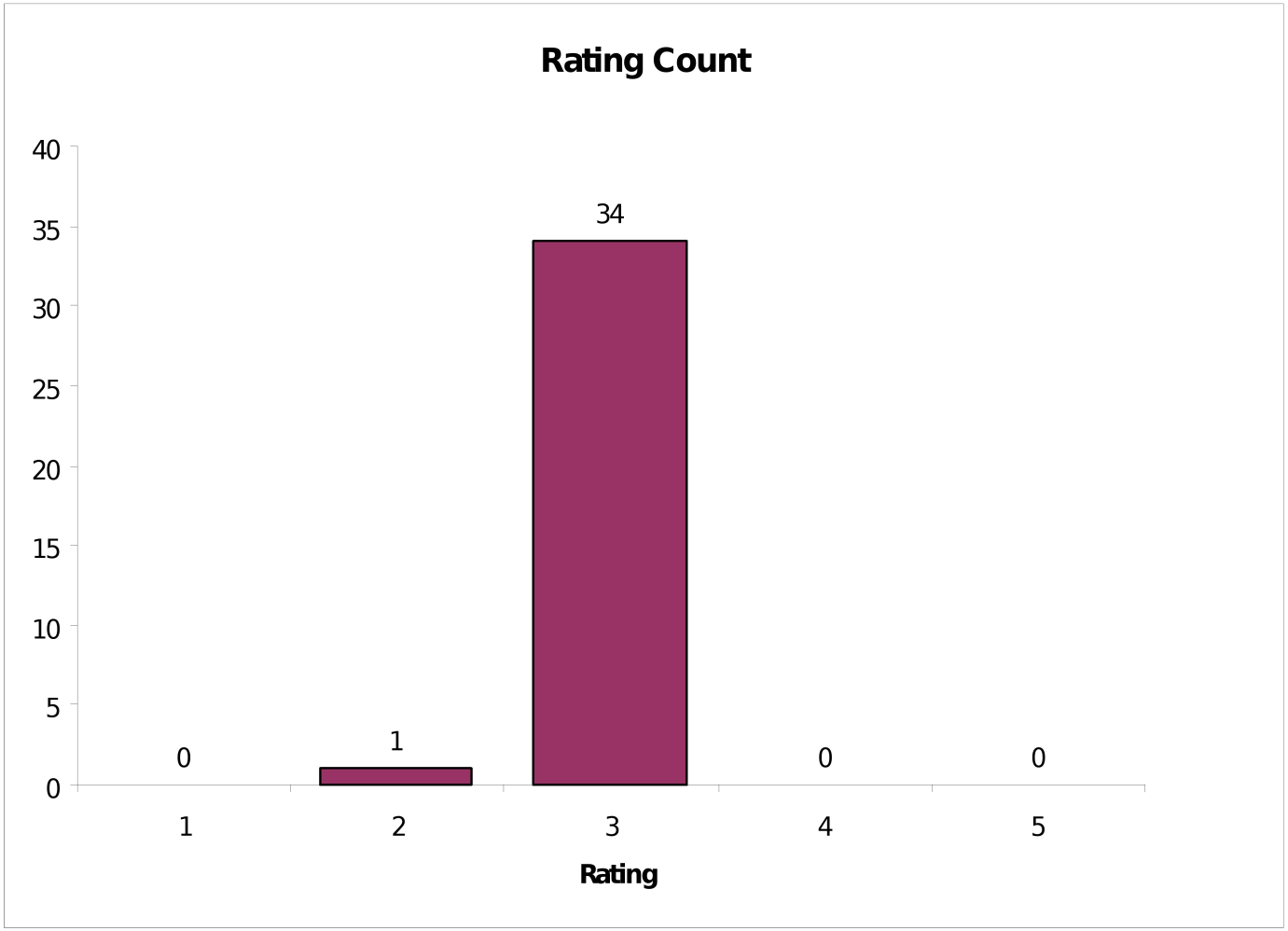
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0
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3
4
5
Rating

USMC

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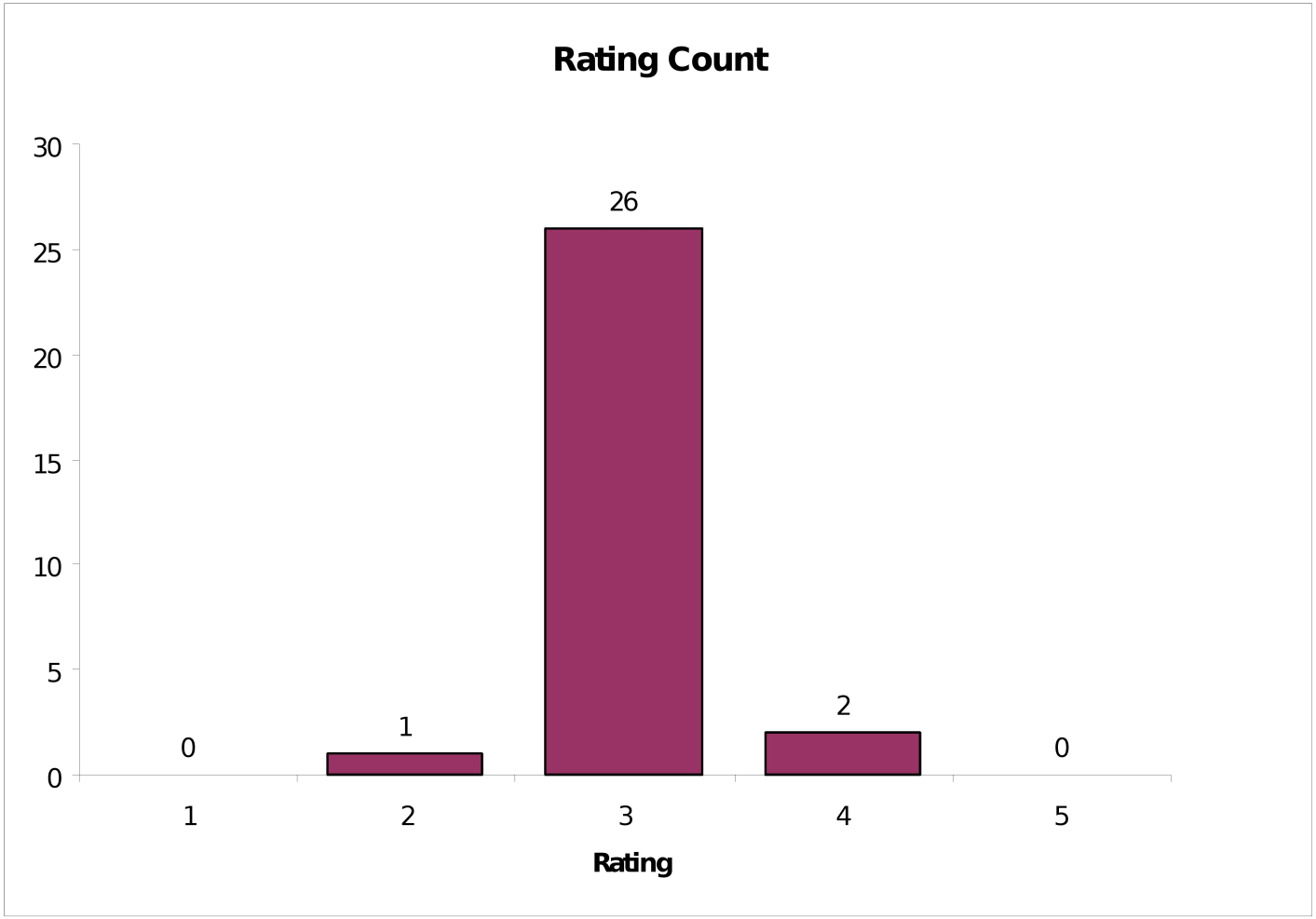

ALL OTHERS

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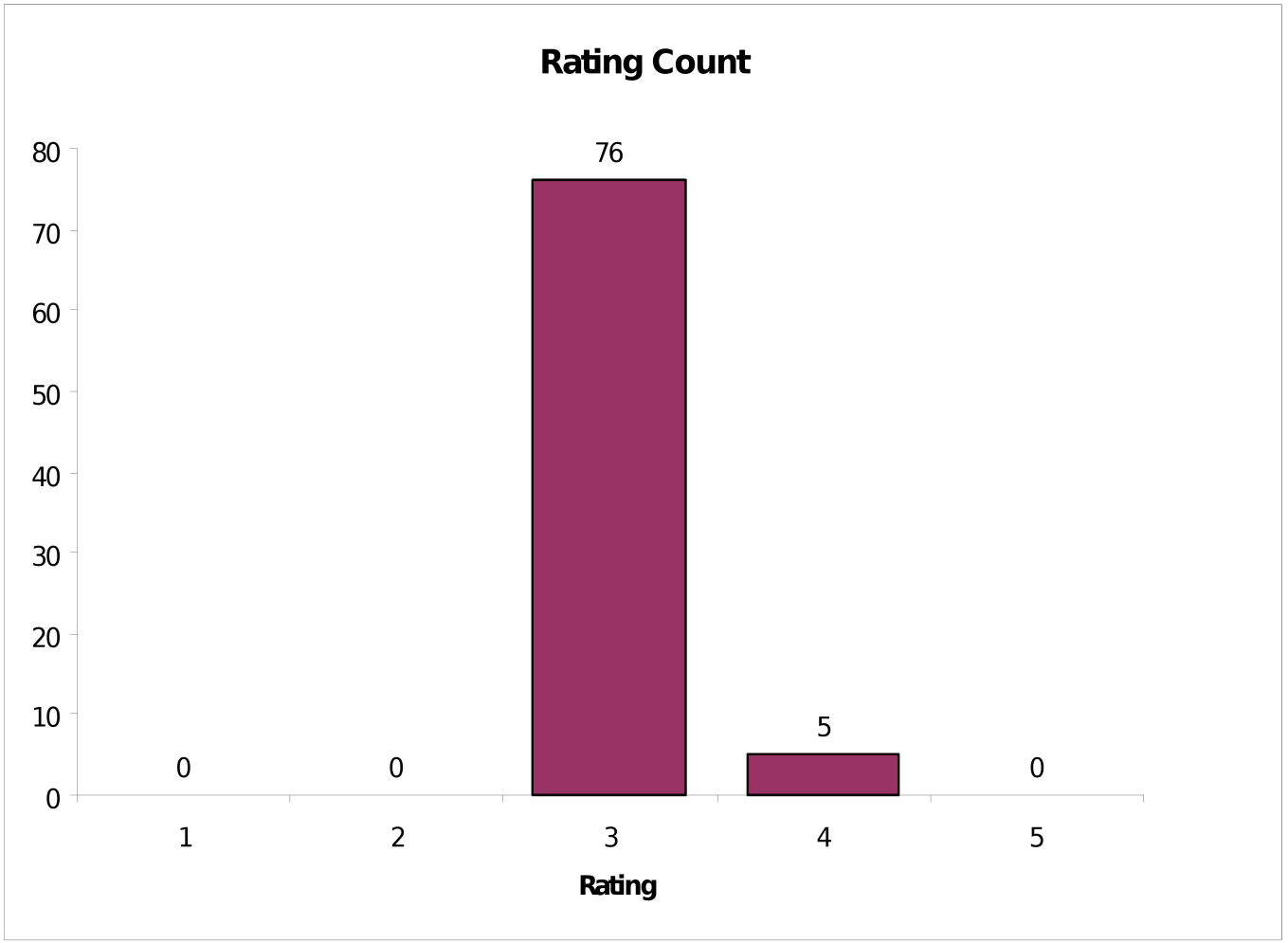
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